

Draft Minutes - December 1, 2011

Virginia Council on the Status of Women
Wytestone Building, 801 E. Main Street, Richmond, VA 23219
10:00 a.m. to 2:00 p.m.

In attendance:

Mais Abbas Abousy
Brenda Fastabend
Nicole Neily
Rita Surratt

Leslie Anderson
Dawn James
Laura Mandela
Ruth Zajur

Randy Davis
Annie Kasper
Theresa Preda

Staff: The Honorable Janet Polarek
 Jennifer Aulgur

Emily Barrett
Nikki Nicholau

The meeting was called to order at 10:15 a.m. by Janet Polarek, Secretary of the Commonwealth of Virginia. Ms. Polarek announced that the Governor has appointed Tracy Key as the new chairwoman for the Council. However, Ms. Key was unable to be at the meeting today, so she would act as the chair for the meeting. Ms. Polarek introduced Jennifer Aulgur and Emily Barrett, who work in the office of the Secretary and who will staff the Council upon the retirement of Nikki Nicholau at the end of the year.

A motion was made by Randy Davis and properly seconded by Dawn James to change the order of the agenda. Rather than recess for committee meetings, the committee reports would take place after the adoption of the minutes, followed by the STEM Essay Contest Report. If necessary, committees would meet over lunch. The remainder of the agenda was as distributed. The motion carried.

A motion was made by Mr. Davis and properly seconded by Ms. James to adopt the minutes of the October 13 meeting as distributed. The motion carried. Call to Order

Mr. Davis reported for the economic issues impacting women (macro oriented) committee. He presented a list of questions which the committee felt needed to be answered. (Attachment A).

Ms. James reported by workforce issues specific to working women (childcare, training to reenter the job market, telecommuting, etc.): The committee had three specific recommendations

- Change the name of the Council to *VA Works for Women Council*.
- VA Great Place to Work - Governor's Award for VA corporations/businesses which are working on the issues identified as part of the committee's charge.
- STEP UP program for women - Offers training to a woman and then places her in a law enforcement agency at a local university's law enforcement agency. (Attachment B)

Ms. Zajur reported for the committee on General issues of concern to women (education, healthcare). The committee recommended a number of regional forums in conjunction with universities and physicians on healthcare issues specific to women. Her committee has contacted a number of physicians in regarding the proposed project. (Attachment C)

In absence of Camille Fleenor and several other committee members, there was no report on the committee considering issues impacting those at-risk citizens (immigrants and refugees, girls needing positive role models and mentoring, disabilities).

Ms. Preda reported for the STEM Essay Contest workgroup. The committee has a work plan and is moving forward. Judges have been secured, the contest application has been developed and the identification of a sponsor for the scholarship is still in progress. (Attachment D)

The Council recessed for lunch and reconvened about 30 minutes later. There were no committee meetings held.

Upon reconvening, the Council discussed the various reports. The reports were reviewed for consistency with the Council's mission and were determined to be in accordance with the statute on its duties and responsibilities. The discussion led to a motion by Annie Kasper seconded by Theresa Preda that the name of the Council be changed to the Virginia Council on Women. After further discussion the motion was amended that as part of the legislation to change its name that the duties and responsibilities also be amended. In § 2.2-2631 #3 would read "Advise the Governor, General Assembly and Governor's Cabinet (from Secretary of Health and Human Resources) on matters pertaining to women in the Commonwealth and the nation" and develop programs and projects through public private partnerships" to the power/duties of this board. It was recommended that a Cabinet representative to the list of people the Governor appoints. The motion passed unanimously. Once the proposed legislation is drafted and assigned a bill number, Ms. Polarek will notify Council members.

After further discussion, Mais Abbas Abousy agreed to take the various reports presented and to develop a format for collecting data on the status of women in the Commonwealth for presentation to the Governor and others. The data could be used to formulate the Council's annual letter to the Governor and recommendations for legislation. The reports will be forward to Ms. Abousy, who will develop questions to be answered and circulate to the Council members for comment by December 15. Using feedback, she will develop a possible format for presentation of the data collected by January 15. As a result of what is learned from the report developed around the proposed questions, the Council might move forward with specific initiative in Year 2.

The Council discussed that its agenda might be divided into four areas: Outreach and Communications; Studies; Legislative Action; Annual Event Celebrating Women. With this in mind, the Council agreed that it would look at developing a mission statement or overarching theme at its next meeting. A proposed example was Women, Work and Family.

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It was also proposed that a representative of First Lady McDonnell's FLITE initiative be invited to the next meeting to discuss possible collaborations in the future. Ms. Polarek's office will take the lead on this.

The next meeting is planned for April 5, 2012. However several members felt that committees may want to meet before that date and will consider possible options for meeting that are in compliance with the Freedom on Information Act.

A motion to adjourn passed after being made and properly seconded at 1:45 p.m.

Attachment A

Report on Committee on Macroeconomic Issues Impacting Women

1. State of women in the Commonwealth - sectors of employment, employment rates, welfare rates, etc
2. Wage gap - do women in Virginia earn less than men? If so, how much? I thought it might be helpful to learn if women in VA are disadvantaged, and if so, to what extent and in what industries, so we can better target our efforts.
3. Workforce regulations: what occupational licensure regulations negatively impact women's access to the economy?
4. What programs currently exist to encourage women's participation in the economy (special provisions for women-owned businesses, etc)? Participation rates of these programs, and effectiveness?
5. How many women owned business are there in the Commonwealth & what \$ do they generate in tax revenue for the state?
6. What are the three top issues facing all women in VA - not just business owners: (traffic, schools, regulations, health care, work-life balance, low salaries, etc...)
7. Women now reaching the age of 65 are expected to live, on average, an additional 20 years, compared with 17.7 years for men. How will this affect their economic well-being?
8. What effects will changing demographics have on Virginia women?
9. What problems of working mothers might be addressed legislatively without negative fiscal impact?
10. Are there ways to tap the resources of "Vintage" Virginia women in helping to solve economic issues facing all women today?

In addition, Tracy has come up with some excellent resources for us to tap when we begin:

- NAWBO - Virginia Chapter: <http://www.nawborichmond.org/>
- Women's Business Research Center: <http://www.womensbusinessresearchcenter.org/>
- Fairfax County Economic Development Authority:
<http://www.fairfaxcountyeda.org/minority-and-woman-owned-business-facts>

Attachment B

Women in the Workforce - Dec. 1, 2011 Committee Report

The Committee met with Professor Barbara Kessler Director of Career and Professional Development of the School Continuing and Professional Studies of UVA to help identify issues women are currently facing in the workforce.

Issues specific to women in the current workforce are as follows:

Alternative Work Schedules/Telecommuting

Re-entry or Change in Careers

Skill Development (expanding transferable skills, technology development, project management, event planning)

Compliance to Pay Equity Act

Regional and Sector-type training

Veterans and Military Spouses

Stress management/Work-life balance

Workplace Culture

Ideas to be developed for the consideration of the Council:

- 1) Change the name of the Council to *VA Works for Women Council*.
- 2) **VA Great Place to Work** - Governor's Award for VA corporations/businesses which are working on the issues identified above.
- 3) STEP UP program for women - Offers training to a woman and then places her in a law enforcement agency at a local university's law enforcement agency. (Vermont has a program like this in place.)
- 4) Regional job training workshops - Invite VA businesses to participate in training women in the issues that were identified above (perhaps inviting those businesses who are award winners). These would be done regionally to encourage attendance of all women as well as discuss any training specific to the area/business.

Attachment C

**HEALTH AND WELLNESS EDUCATIONAL FORUM PROPOSAL
Governor's Council on the Status of Women**

Forums to be held at state Universities, Community Colleges, hospitals and webinar

Proposed Guest Speakers:

Satish Bankuru, M.D. (Nephrologist)
Colonial Kidney Specialists, PLLC
804-504-0068

Manu R. Gadani, M.D., P.C.
Board Certified
General/Internal Medicine
804-458-2006

Kamlesh N. Dave, M.D., FACC (Cardiologist)
Heart Care Associates, P.C.
804-541-3800

Loknath Shandilya, M.D. (Internal Medicine)
804-526-3500

Sanjeev K. Jairath, M.D.
Richmond Gastroenterology Associates
804-520-5223

Manmohan Khokhar, M.D.
Physical Medicine & Rehabilitation of Richmond
Physical Medicine & Rehabilitation
804-378-2233

Baljit Sidhu, M.D., F.A.C.S.
Hopewell Orthopaedic Center
Orthopaedic and Independent Medical Examiner
804-530-0999

Jatinder Sidhu, M.D. (Physiatrist)
Hopewell Orthopaedic Center
Physical Medicine & Rehabilitation
804-530-0999
804-378-2233

Kulsoom Murtaza, O.D. (Optometrist)
Virginia Eye Institute
804-733-7300

Attachment D

Virginia Council on the Status of Women

Essay Update

December 1, 2011

STEM Essay Contest Timeline

- Sponsors to be confirmed soon – Tracy is working on it
- We are pleased that First Lady Maureen McDonnell will be our Honorary Chair
- Announcements and entry forms have been drafted
- Confirmed judges include : Sandra J. DeLoatch, Ph.D. Interim Provost and Vice President for Academic Affairs Massie Chair in Information Assurance and Cyber Security Norfolk State University : Karla Mossi, Ph.D VCU Associate Professor and Graduate Program Director Mechanical and Nuclear Engineering Department: Dr. Rash Morsi, Norfolk State University and Annie Magnant, Science Museum Foundation
- Currently developing guidelines for selection

Action Item	Target Date	Responsible
Sponsors Confirmed	December 1, 2011	Tracy and Camilla
Entry Form	December 1, 2011	Nikki
Draft of Contest Announcement	December 1, 2011	Nikki
Distribution List for Announcement	December 1, 2011	All - Nikki Lead
Website Placement of Information	December 16, 2011	Nikki
STEM Contest Announcement – Press Release	January 6, 2012	TBD
Distribute Announcement to Distribution List	January 6, 2011	TBD
Selection of Judges Panel	January 6, 2012	Theresa
Send Reminder Announcement	February 3, 2011	TBD
Guidelines for Judges	February 3, 2012	Theresa
Deadline for Entries	February 20, 2012	NA
Entries to Judges	By February 27, 2012	Theresa
Judging Period	March 1- March 23, 2012	NA
Judges Conference Call, if needed	March 26 or 27, 2012	Theresa
Scheduling Memo to First Lady and Talking Points (Be sure to mention that the Science Museum will be requesting support at the end of the breakfast)	March 30, 2012	TBD
Winner Notification & Logistics	April 1, 2012	TBD
Awards Ceremony	May 16, 2012	All
Coordinate with Science Museum Foundation on Scholarship Logistics	December 31, 2011	Judy